

INSTRUMENTS USED IN IT

<u>Test Instrument</u>	<u>Course</u>	
Career Anchors	Advanced Intelligence Seminar Midcareer Course	
Work Style Preference	Advanced Intelligence Seminar	
Thinking Styles	Midcareer Course	
Myers-Briggs	Introduction to Intelligence Assistance Experienced Intelligence Assistants Course Intelligence Analysis Course New Analyst Course Seminar on Intelligence Analysis Supervision of Analysis Course	
FIRO - B	Executive Leadership Forum	
<div></div>	ELF Courses	STAT
	ELF Courses	
COOPERATIVE/COMPETITIVE RELATIONSHIPS	ELF Courses	
<div></div>		STAT
Turn Around Simulation	ELF Courses	
XY Exercise	ELF Courses	

INSTRUMENTS USED IN MATD

<u>COURSE</u>	<u>INSTRUMENT</u>	<u>DESCRIPTION</u>
Leadership Styles & Behavior	<u>Styles of Leadership Survey (Hall & Williams)</u>	Measures one's managerial style according to managerial Grid.
Management Development Course	<u>Management of Motives Index (Hall)</u>	Assesses assumptions and practices which characterize the manager's attempts to motivate others
	<u>Conflict Management Survey (Hall)</u>	Surveys one's characteristic reactions to and handling of conflicts between oneself and others.
Looking Glass, Inc. (LGI)	<u>Skills Assessment Form</u>	Assesses managerial skills of participants.
Program on Creative Management	<u>Health Risk Appraisal</u>	Being discontinued 1 Jan 86. Predicts medical areas of future concern.
	<u>Situational Leadership Questionnaire</u>	Measures style of management
	<u>Kirton Adaption- Innovation</u>	Measures differences in how participant defines and solves problems because of a preference for adaptive or innovative approach to new information and change.

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<u>COURSE</u>	<u>INSTRUMENT</u>	<u>DESCRIPTION</u>
	<u>FIRO-B</u>	Explores the typical way participant interacts with people.
	<u>California Psychological Inventory</u>	Psychometric instrument with 18 scales measuring psychological well-being and behavior.
	<u>3-S Questionnaire</u>	Measures a person's preference for structure in the work environment.
	<u>Myers-Briggs Type Indicator</u>	Indicates how the participant prefers to look at things and go about deciding things.
	<u>Managerial Job Satisfaction Questionnaire</u>	Measures level of participant satisfaction with management and comparison of responses with data base response.
	<u>Strong-Campbell Interest Inventory</u>	Helps people make occupational decisions by identifying patterns in likes and dislikes and comparing patterns with those of people in a wide range of occupations.
	<u>Leadership Decision Styles Survey</u>	Indicates leadership decision style preference in 16 situations.
	<u>Leadership Style Indicator (LSI)</u>	Assesses managerial skills of participants.
Supervisory Counseling Course	<u>Conflict Management Instrument (USC)</u> <div data-bbox="583 1793 846 1858" style="border: 1px solid black; height: 30px; width: 160px; margin-top: 5px;"></div>	Assesses the overall conflict management style- competing vs collaborator, STAT etc.